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Volume Six - Number One

MONTANA SOICC NEWSLETTER

Montana State Occupational Information Coordinating Committee

MONTANA SOICC

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Women's Wage Gains

In 1986, women working full time earned 68 percent of what men earned, according to "The American Woman: A Report in Depth" released by the Women's Research and Education Institute (WREI). As of the second quarter of 1987, the figure had increased to 71 percent, reports the U.S. Bureau of Labor Statistics. Recent statistics are not available for Montana, but the "1980 Detailed Population Characteristics" from the Bureau of the Census indicates that in Montana the median income for women who worked full time was 56 percent that of men.

According to the 1986 WREI report, several factors create a wage gap between men and women including: education, age, work experience, training, job interruptions, and specific occupations. Many women are in occupations which require fewer skills and pay less than those of men. Because women often have primary responsibility for the care of children, they tend to have more breaks than men in employment as well as education. Many tend to enter occupations which allow them more flexibility to take care of their home responsibilities. Women hold four out of five clerical jobs, which are lower paying occupations, but they hold only three out of ten managerial and administrative jobs, occupations with relatively high pay.

WREI also found that women college graduates who work full time have earnings comparable to fully employed male high school dropouts. According to a report called "Women in the American Economy," U.S. Department of Commerce, the more formal education women have, the greater likelihood of better paid employment. In recent years, women have begun to narrow the educational gap.

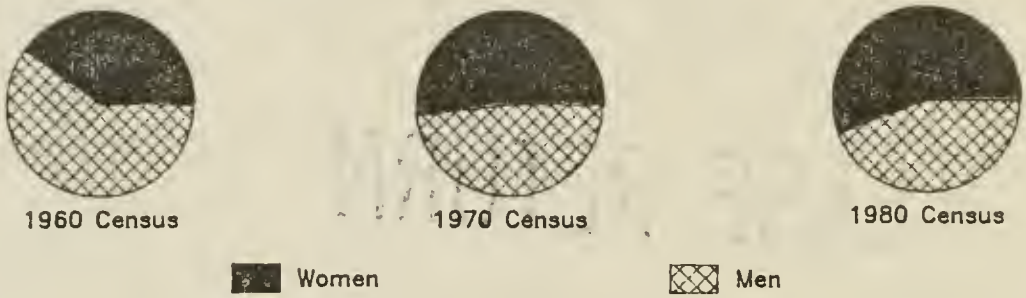
Despite significant education and employment gains in the last 15 years, women are still concentrated in low-paying occupations, especially clerical services and retail sales. Women are less likely to enter secretarial or clerical work now than in 1970, yet highly educated women prevail in the traditional female occupations. The WREI reports that, despite gains in the number of women entering the scientific field, women earn less than men in every field of science, in every employment sector, and at every level of experience. Though women make up only a small proportion of workers in farming, forestry, and fishing occupations, in this industry grouping they have the lowest wage differential, earning 86 percent as much as men in 1984.

Even though the men/women wage differential in Montana and the nation can be explained largely by labor force commitment, education, and occupations, the effect of discrimination against women in the labor market is a major factor that cannot be ruled out.

MONTANA

Percent of Wages, Women vs. Men

Full-time Workers in the
Experienced Civilian Labor Force



SOURCE: 1960, 1970, 1980 Montana "Detailed Population Characteristics," U.S. Bureau of the Census

SOURCE: Florida FLOIS News, Fall 1987; Facts on U.S. Working Women, Fact Sheet No. 86-2, U.S. Department of Labor Women's Bureau; Montana "1980 Detailed Population Characteristics," Bureau of the Census

Did You Know That . . .

1. Vocational graduates earn more money than non-vocational graduates.
2. Vocational graduates have more job stability than non-vocational graduates.
3. More vocational than non-vocational graduates are employed.
4. more vocational than non-vocational graduates hold full-time jobs.
5. The majority of vocational graduates are employed in an area related to their training.
6. Vocational graduates are more confident than non-vocational graduates of their ability to compete for employment after high school.
7. Graduates who work while attending high school earn more after graduation than those who do not.
8. Non-vocational graduates are more likely to continue education.
9. The vocational graduates' unemployment rate is low.
10. Most vocational graduates learn of their jobs through family, friends, and relatives.
11. Most vocational graduates experience job satisfaction.
12. Most vocational graduates are satisfied with their education.
13. Very few vocational graduates are self-employed.
14. Vocational graduates advise new graduates to start early, be persistent, and continue their education.
15. Vocational graduates advise educators to stress job experience, hard work, and further education.
16. Vocational graduates think schools should provide job placement services and individualized career counseling.

SOURCE: Montana Vocational Association Newsletter, May 1988; The Longitudinal Follow-Up of 1981 Missouri High School Graduates, Missouri Testing and Evaluation Service, College of Education, University of Missouri-Columbia, October 1987.

Part-Time Labor Force

Although typically pictured as working 40 hours per week, the American work force includes a substantial number of persons who put in far fewer hours. Young people working while attending school, parents juggling childrearing and career responsibilities, those in retirement wishing to remain partly active in the work force, and workers whose hours have been reduced because of economic reasons are examples of persons who either choose or have to settle for part-time employment. Economic reasons include the inability to find full-time work, weather, material shortages, slack work, and repairs to plants and equipment.

The official boundary between full- and part-time employment is 35 hours--persons who work less than 35 hours per week are considered part-time workers.

More than 94,000 Montanans were employed on a part-time basis during 1986. Of this number, 32,000 were working part-time for economic reasons. This means approximately 34 percent of all Montanans who were working part-time were doing so involuntarily because of economic reasons. Nationally, more than 26 percent of part-timers were on less than full-time schedules for economic reasons.

There were sharp differences in the incidence of part-time employment between men and women. Within Montana in 1986, almost 38 percent of all employed women were working part-time, 69 percent of them voluntarily. Among employed men in the region, however, only 16 percent were working part-time schedules, with 39 percent of them working part-time because of economic reasons.

Nationally, a smaller percentage of women (26 percent) and a smaller percentage of men (10 percent) were on part-time schedules during 1986 than was the case in Montana. This difference probably reflects the higher proportion of women who also handle household and childrearing responsibilities and therefore need flexibility in their work schedules.

There are also differences in the incidence of part-time employment between the age groups. At the national level, younger (16-24) and older (65 and older) workers account for a much higher proportion of the part- than full-time employed. In Montana, 18 percent of part-time workers are youth aged 16-19 years. No data are available for older workers.

Wages for people working part-time are low now and may not improve greatly except for job areas in which there are more openings than available workers. According to a study conducted by the National Association of Working Women, the average 1984 wage of part-time workers was $4.50 per hour, compared to $7.80 for full-time workers. And 28 percent of part-time workers earn the minimum wage. In addition, 58 percent of temporary employees would prefer to hold full-time positions, according to the study, but are limited to temporary work because of the lack of available alternatives. Until more employers establish a clear employee job upgrading plan--programs in which their part-time or temporary employees are given clear educational "routes" to follow to upgrade their skills and move to better paying or full-time positions--non full-time employee frustration may continue to be a problem.

Labor force, employment, and unemployment data for states and major metropolitan areas are available annually from the Current Population Survey (CPS) conducted by the Census Bureau for the U.S. Bureau of Labor Statistics.

SOURCE: Current Population Survey (CPS) 1986, Montana; Monthly Labor Review, February, 1986; Department of Labor & Industry Newsletter

The Typical American Family?

Many of us who grew up in the 1950s and 1960s watched TV families like "Ozzie and Harriet" and "Leave It to Beaver." These "typical" American families were comprised of a working husband, homemaker wife, and two children.

According to the Bureau of Labor Statistics data cited by economist Howard Hayhe, there is some question as to whether this was ever a typical family. A 1969 household survey showed that just 6.6 percent of American families fit that mold. In March 1987, only 3.7 percent of American families were as described above. Two-earner families constituted about 56 percent of all married couple families.

The March 1987 Current Population Survey showed that working mothers continue to expand their role in the labor force at a rapid pace. A record 52 percent of mothers with children one year old or younger were in the labor force as of March 1987. This compares with 43 percent in 1982 and 37 percent in 1977. About 60 percent of mothers whose youngest child was between the age of one and six were in the labor force.

In 1970, there were about 6.7 million children in one-parent families; by 1985 almost 13 million children were in such families. Most of these children are being raised by their mothers alone.

SOURCE: Minnesota OICC News-Net, January/February, 1988; Facts on U.S. Working Women, Fact Sheet No. 86-2, U.S. Department of Labor Women's Bureau

EXPECTED JOB GROWTH NATIONWIDE 1986–2000

FASTEST GROWTH RATES

Occupation	# of new jobs	% change
PARALEGAL	64,000	104%
MEDICAL ASSISTANT	119,000	90%
PHYSICAL THERAPIST	53,000	87%
PHYSICAL THERAPY AIDE	29,000	82%
DATA PROCESSING EQUIP. REPAIR	56,000	81%
HOME HEALTH AIDE	111,000	80%
SYSTEMS ANALYST	251,000	76%
MEDICAL RECORDS TECH.	30,000	75%
EMPLOYMENT INTERVIEWER	54,000	71%
COMPUTER PROGRAMMER	335,000	70%

LARGEST ABSOLUTE GROWTH

Occupation	# of new jobs	% change
RETAIL SALES	1,200,000	33%
WAITER/WAITRESS	752,000	44%
NURSING	612,000	44%
JANITOR	604,000	23%
GENERAL MANAGER	582,000	24%
CASHIER	575,000	26%
TRUCK DRIVER	525,000	24%
OFFICE CLERK	462,000	20%
FOOD COUNTER WORKER	449,000	30%
NURSING AIDE	433,000	35%

SOURCE: Bureau of Labor Statistics; NATTS News, October 1987

The Local Impact of National Guidelines

Help is on the way for guidance personnel, teachers, and administrators who are identifying career guidance and career development competencies at the elementary, junior and senior high, postsecondary, and adult levels. Through support made available by the Perkins Vocational Education Act, the model guidelines developed by the National Career Development Guidelines Project for each of the five levels are being field tested in California, Mississippi, North Dakota, and Pennsylvania. Case studies are being developed to help improve career guidance/career development programs throughout the nation.

A document containing a list of career development competencies for individuals with suggested strategies for implementation at each educational level will be available soon. Upon the project's completion, State Occupational Information Coordinating Committee (SOICC) directors and state career guidance/career development supervisors will be able to:

* Assist local educational agencies to establish outcome-oriented standards;
* Gain motivation and support for local career guidance/career development programs;
* Use steering committees to develop comprehensive career guidance/career development programs;
* Assess the level of student achievement against institutional standards;
* Review current career guidance/career development programs and set program improvement goals;
* Establish programs for self-assessing counselor competencies and designing a professional development plan to assist counselors; and
* Establish career guidance/career development program evaluation systems and periodic review schedules for that program.

Training sessions are currently being held for state teams interested in standards implementation.

Effective career guidance/career development is everyone's business! The National Career Development Guidelines Project provides an array of resources focused on providing effective career guidance/career development programs in every community in the nation. For more information, write or call Mary Beth McCormac, NOICC, 2100 M Street. NW, Suite 156, Washington, DC 20037; phone (202) 653-5665.

SOURCE: Article by Don Perkins, Oregon Department of Education, Vocational Education Journal, April 1988.

MONTANA

ECONOMIC REALITIES for New Age Families

A conference entitled "Economic Realities for New Age Families" will be held September 9-10, 1988 at the Great Falls Heritage Inn.

A $6,000 grant for the conference was awarded to the Great Falls YWCA/Women in Transition by the Women's Bureau in Denver. The Women's Bureau is a branch of the U.S. Department of Labor that deals with employment issues affecting women and families.

"The rural nature of Montana impacts both farm and town families," said Oleta Crain, Regional Administrator of the Women's Bureau. "It sometimes makes it difficult to obtain information on best uses of scarce family resources. This conference will bring national presentors to counteract the isolation that Montana families suffer."

The conference will feature speakers, panels, and workshops on employment, financial planning, public policies on economic development, and personal and family finances. Participants from the entire northwest region are expected.

Speakers at the conference include: Oleta Crain, Bureau Chief, Women's Bureau, Denver, Colorado; Richard Mabutt, Futurist and Writer Consultant, Boise, Idaho; Craig Hart, Regional Coordinator, Neighborhood Reinvestment Corporation, Denver, Colorado; and Andrew T. Lamas, Director, Philadelphia Association for Cooperative Enterprise (PACE). There will be presentations by many other speakers from around Montana.

Bunny Albers, Director of YWCA/Women in Transition and planner of the conference, said use of this money is a priority of the Women's Bureau for this funding year.

Co-sponsors of the conference include: Women in Employment Advisory Council (WIEAC); the American Association of University Women (AAUW); the Montana Extension Service; and the Great Falls Area Chamber of Commerce.

REGISTRATION FORM

MAIL TO: WORKPLACE
YWCA/Women In Transition
503 1st Avenue North
Great Falls, MT 59401
1-406-727-0966

NAME _____ PHONE _____

ADDRESS _____

CITY _____ STATE _____ ZIP _____

EARLY REGISTRATION: $25.00 After August 15, 1988: $29.00
Includes luncheons on Friday and Saturday and banquet dinner on Friday.

Limited number of scholarships available. Please call Sandy at 727-0966 for information.
☐ Please check if you can help defray scholarship costs. I can help in the amount of $_____

Childcare is available for a fee.
☐ Please check if you need childcare. Number of children _____ .Ages of children _____

Please make room reservations separately. Housing/host-homes available on request.

HERE'S THE LATEST CAREER INFORMATION

OCCUPATIONAL OUTLOOK HANDBOOK

The 1988-89 edition of the "Occupational Outlook Handbook" (OOH) has been released by the Bureau of Labor Statistics. The OOH provides specific information on the personal qualifications, training, and educational requirements for each of the occupations it details.

The new edition with a paper cover costs $22; a hard cover edition costs $24. The OOH can be ordered from the Superintendent of Documents, U.S. Government Printing Office, Washington, DC 20402. Payment or GPO deposit number must accompany the order. Checks or money orders should be made payable to the Superintendent of Documents, or use your VISA or Master Card (include card number and expiration date).

MILITARY CAREER GUIDE: 1988-89

"The Military Career Guide: 1988-89 Edition" has been released. The new Guide describes over 200 military officer and enlisted careers. The Montana SOICC has 100 of these guides for free distribution.

LICENSED OCCUPATIONS IN MONTANA

"Licensed Occupations in Montana" is a new resource published by the Montana SOICC in conjunction with the Montana Career Information System. This publication contains information about occupations in Montana that require licensing and certification. It includes job descriptions of these occupations, licensing requirements, fees, license renewal, where to find additional career and occupational information, and name, address, and phone of licensing authority. This publication will be available in June 1988.

If you would like a copy of the "Military Career Guide" or "Licensed Occupations in Montana," write to the Montana SOICC, P.O. Box 1728, Helena, Montana 59624.

Kate Kahle, Editor
Montana SOICC Newsletter
Volume Six - Number One

Robert N. Arnold
Program Officer
Montana SOICC

If you would like to contribute to this newsletter, contact the Montana SOICC at P.O. Box 1728, Helena, Montana 59624. The Montana SOICC reserves the right to edit all information submitted.

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If your address has changed, please indicate on this cover and return to the Montana SOICC.

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625 copies of this newsletter were produced at an individual cost of 18.1¢, for a total cost of $113.36, which includes $45.90 for printing and $67.46 for distribution.

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